

# Facilitator CHIPS



## Constructive, Helpful, and Informative Practices

Prepared by the ORO Facilitator Program to help enhance individual and organizational excellence

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### *Facilitation Services Available:*

- Process Improvement
- Team Building
- Change Management
- Strategic Planning
- Customer Focus and Assessment
- Baldrige Quality Award Criteria
- Valuing Differences
- Problem Solving, Decision Making, and Consensus Building Tools
- 360° Feedback Instruments
- Conflict Mediation
- Problem Identification and Clarity
- Reengineering
- Integrated Organizational Renewal
- Facilitator Skills Training for Supervisors

For more information about facilitator services or to suggest a CHIP topic, e-mail or call:

[Butch Brant](#) (865) 576-4087  
or  
[Donna Riggs](#) (865) 576-0063

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## *Finding Fulfillment at Work Expressing Your Values on the Job*

With deadlines, phones ringing off the hook and last minute emergencies to handle, it can sometimes be a challenge to feel fulfilled with work activities. The most significant way to find fulfillment in your work is to orient it around your values.

**Values** are the behaviors and activities to which you are naturally drawn to or eager to do, often without effort or even goal setting. Values are who you really are and, when you're engaged in these activities, you feel most like yourself.

Unfortunately, most of us lead lives which are so controlled by interruptions, obligations, needs, stress, things we "should" do, etc. that our values often take a back seat to these more urgent, but probably less important issues.

The first step to aligning your work (and your life) with your values is to identify what those values are. Ask yourself these questions:

- What would you do if you had all the time and money you need?
- What are you naturally drawn to?
- What do you enjoy doing now? What did you enjoy doing as a child?
- What are the most important elements for your life, career, family, relationships, and financial health?
- Think about times when you were really excited and felt terrific. What values supported these experiences?

Some examples are beauty, wealth, learning, service, spirituality, family, nurturing, creativity, and adventure.

The second step is to look at ways you currently express your values. What's "working for you" now? Look at other ways you express your values at home, with family and friends, or in the community.

When you are doing work that is based on your values, you feel most like yourself. Work becomes a source of energy, joy, real fulfillment and it's almost effortless. However, when you do work that does not nurture your values you will naturally feel frustrated, bored, or wanting something more.

The third step is to begin to re-design characteristics of your work that will allow you to express and honor your values. This may take some creativity, as there are obviously some aspects of your job that you have more control over than others. The important point to remember is that the closer your work is related to your values the happier and more successful you will be.

In our next issue: ***Beat Stress Before It Beats You***